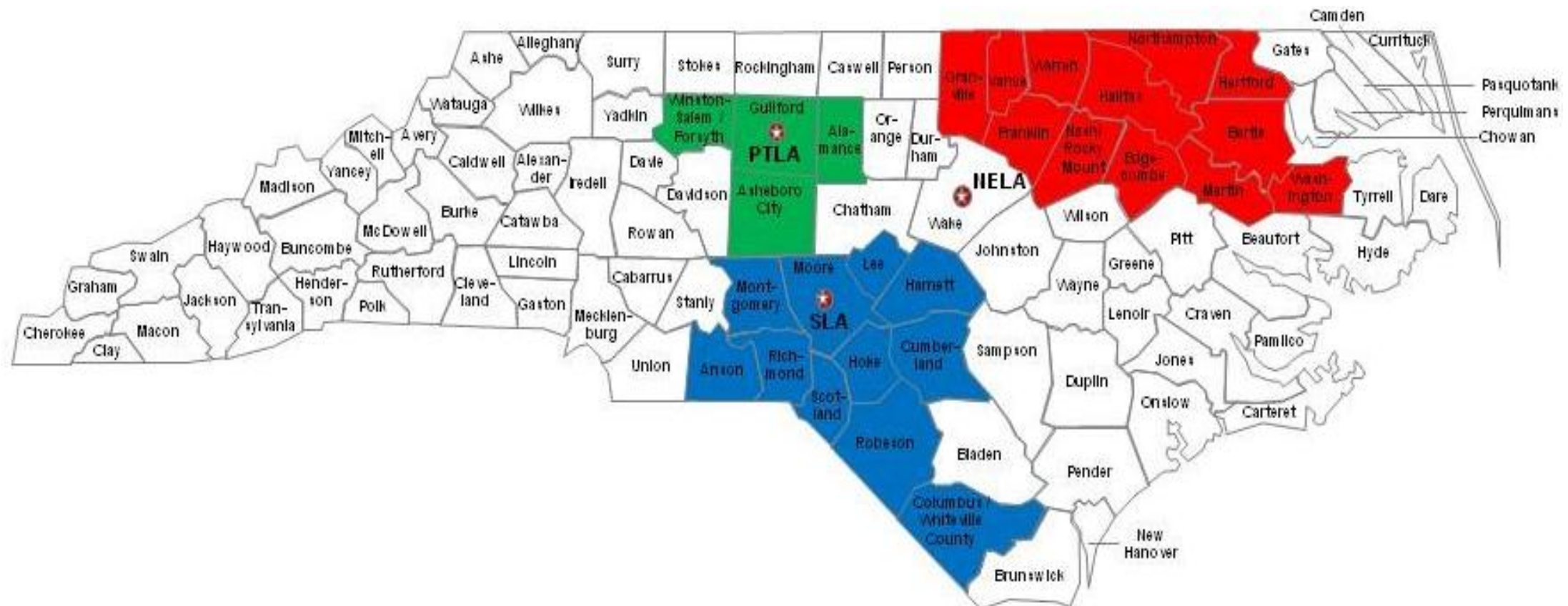


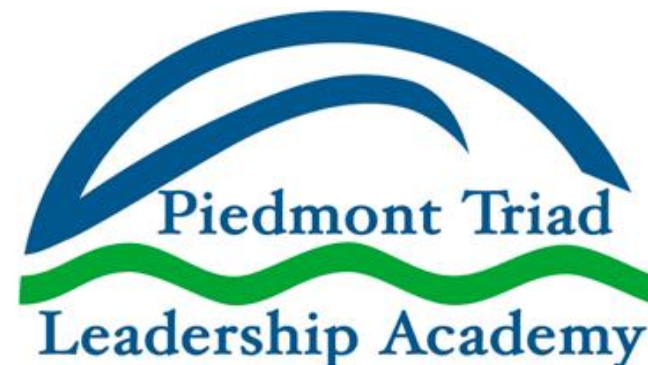
North Carolina Regional Leadership Academies



NORTHEAST LEADERSHIP ACADEMY



NC STATE UNIVERSITY
go.ncsu.edu/nela



UNCG • PTEC • ALAMANCE-BURLINGTON SCHOOLS • ASHEBORO CITY SCHOOLS •
GUILFORD COUNTY SCHOOLS • WINSTON-SALEM/FORSYTH COUNTY SCHOOLS



WHY REGIONAL LEADERSHIP ACADEMIES?



- School leadership matters.
- NC needs a **strategic focus** on the preparation and development of principals for “high-needs” schools.
- NC faces a **shortage of principals** who have the will and skill to lead culturally diverse schools.
- Over the next 3 years 50% of NC principals will be eligible for retirement.
- Our innovative, strategic model builds a leadership pipeline to address the shortage.

WHAT DO WE OFFER?

- Rigorous recruitment and selection (<15% acceptance rate)
- 1-year, paid, full-time residency in a high needs school
- Principal mentoring from a principal with school turnaround skills
- Experiential learning through day-to-day principal responsibilities
- Weekly residency/seminar sessions offering relevant learning and feedback
- Laser-focused school transformation curriculum with an emphasis on leadership development, change management, school improvement
- Executive coaching, a unified cohort, district wraparound services, and early career induction support

ACCEPTANCE RATES

(UNIVERSITY AVERAGE NOT PROGRAM SPECIFIC)



Sources: <http://collegeapps.about.com/od/choosingacollege/a/CollegeProfiles.htm> and <http://www.usnews.com/education>

Customized Programs for High Impact Leaders

**Customized
learning**

**matched with
district specific
needs**

VS

**Traditional
Preparation**

“One size fits all”

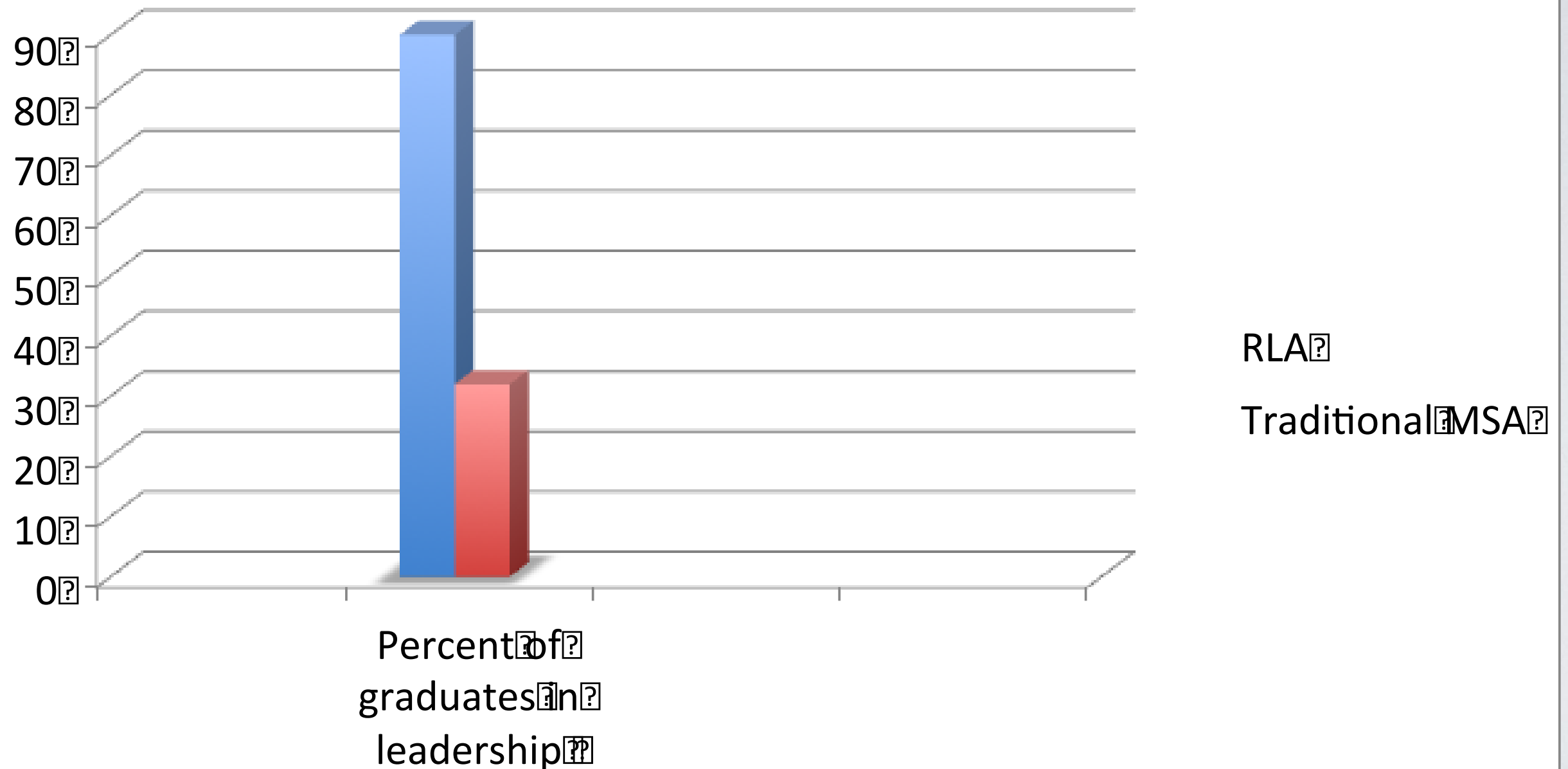


RLA RESULTS



- Over 180 licensed principals
- 90% leadership placement
- 20 principals
- 79 assistant principals
- 11 district level leaders
- Mentor principals hiring RLA interns as APs
- District RLA hiring/placement combinations (Principal and AP at same school)
- 61 current principal interns

FIRST YEAR PLACEMENT OF GRADUATES



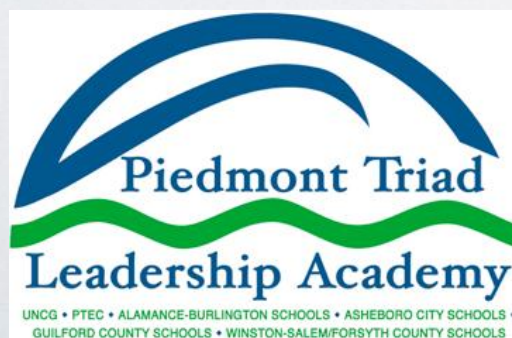
Estimate based on national survey and university reports on graduates.

*Placement rate after 5-year = 50% *Fuller & Hollingworth (2013).

MAKING A DIFFERENCE



Principal Intern, Curry Bryan
Burlington Williams High School
Alamance-Burlington School System



PTLA Leadership Academy
Cohort 3 Intern

TRANSFORMATIONAL LEADER

Principal Jenny Purvis

**North Moore High School
Robbins, NC**

Moore County Schools



Cohort 1 Graduate



TRANSFORMATIONAL LEADER



Principal Erin Swanson

**Stocks Elementary School
Tarboro, NC**

Edgecombe County Schools



Cohort 1 Graduate

WHY RLA'S MATTER

The Superintendent's Perspective

Dr. Tony Jackson
Superintendent

Nash-Rocky Mount
Public Schools



NASH-ROCKY MOUNT PUBLIC SCHOOLS

- ◆ 16,300 Students
- ◆ 29 School Sites
- ◆ 75% FARM

- ◆ Potential 75 % turnover rate within the next 5 years

- ◆ RLA - Valuable asset in the toolkit

- ◆ The Leadership Academy has helped us
- ◆ Leadership Capacity – 9 Interns are now serving as leaders in our district
 - ◆ Succession Planning
 - ◆ Professional Development and Quality
 - ◆ Reduced turnover
 - ◆ On-going Support

- ◆ NRMPS Aspiring Leaders Program



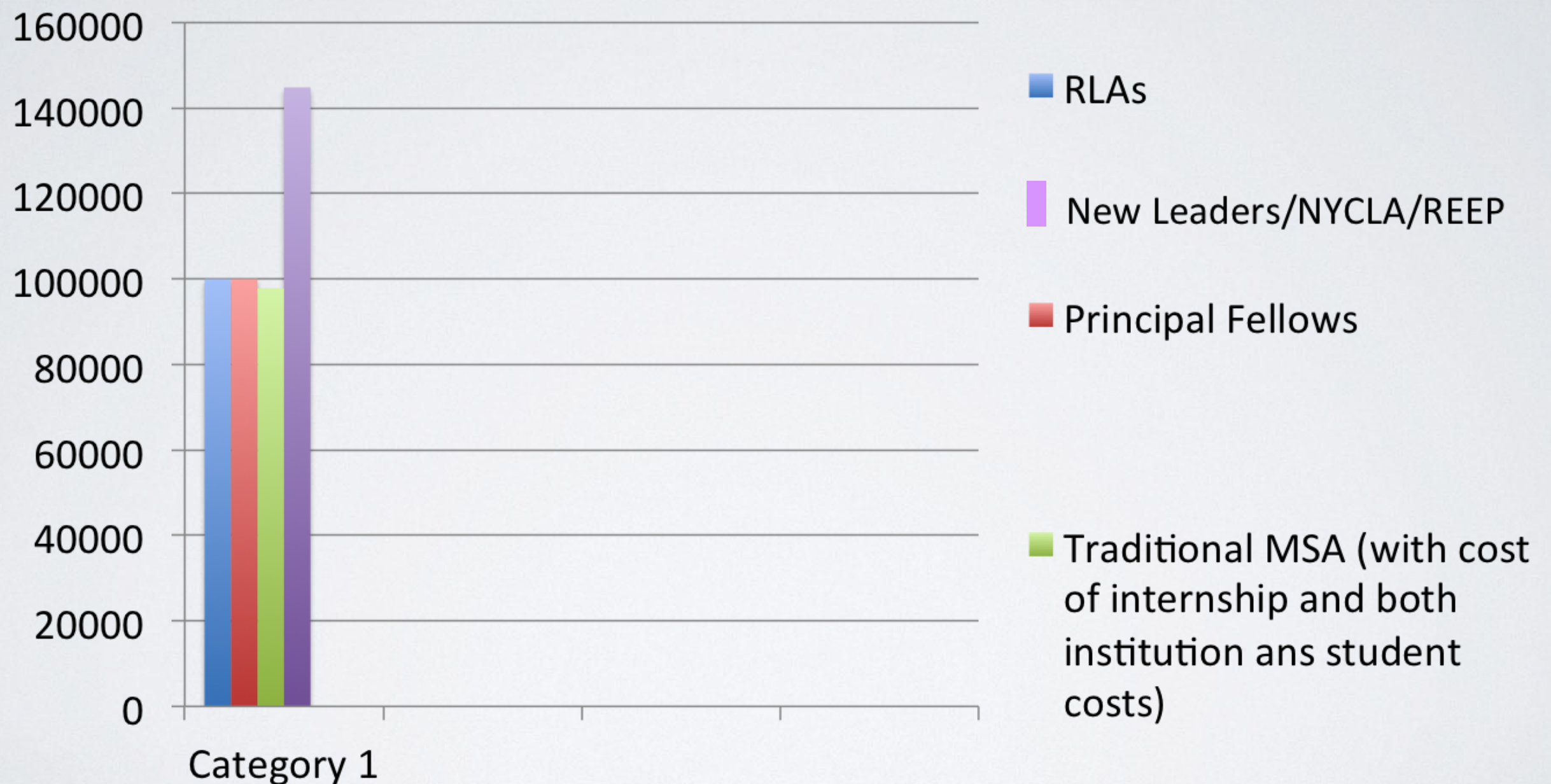
Preparing ALL students for bright and prosperous futures by Deliberately
and Intentionally providing Rigorous & Relevant instruction in every
classroom, every day

WHAT IS THE INVESTMENT?



- 80% of cost in Human Resources (1-Year, Paid, Full-Time Internship and Coaching Support)
- Leadership Development, Tuition, Specialized Training

COMPARABLE COST



Sources: Hall, Brown, Smith (2012) & *A New Approach to Principal Preparation: Innovative Programs Share Their Practices and Lessons Learned* (2010). Rainwater Foundation.

OUR VISION AND FUTURE

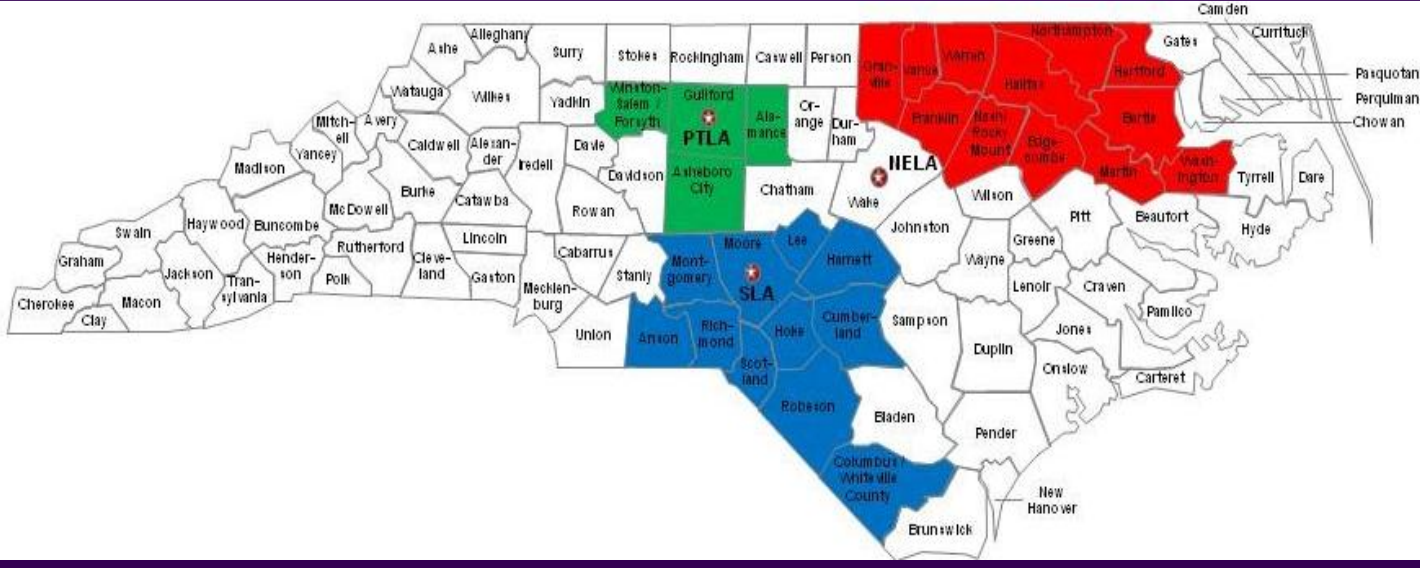


**Emerging specialty within
educational leadership and
the principalship**

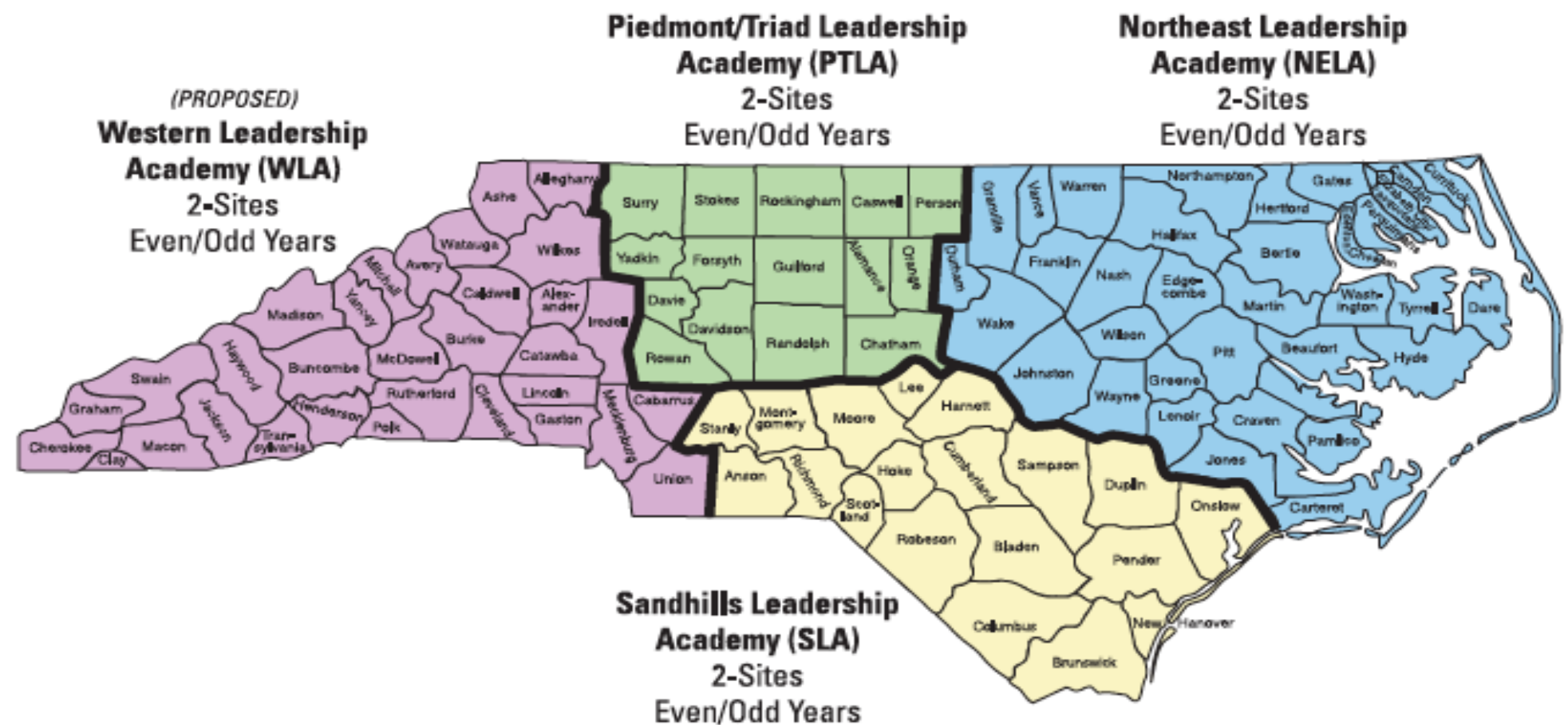
**State-Wide
Academy Expansion**

**Quality Assurance and
Assessments**

Program Improvements



North Carolina Regional Leadership Academies





WE ARE NORTH CAROLINA REGIONAL LEADERSHIP ACADEMIES!

Effective Leaders. Excellent Schools. Enduring Impact.

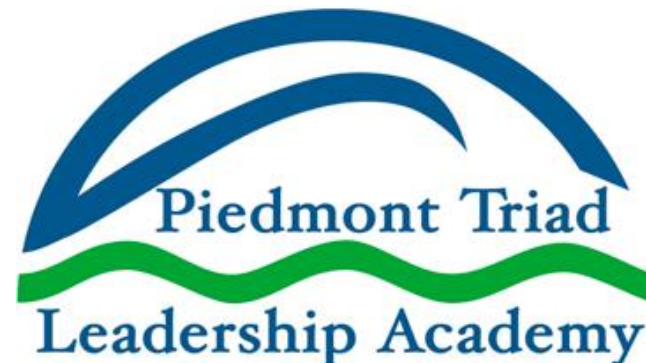
Effective Leaders. Excellent Schools. Enduring Impact.

What are your questions?

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